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employee leasing. The process of dismissing employees who are then hired by a leasing company (which handles all HRrelated activities) and contracting with that company to lease back the employees.

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Prior to joining the Marriott School in 2013, Shad was an assistant professor of management and human resources at The Ohio State University and has held appointments at the Sloan School of Management at MIT, Copenhagen Business School in Denmark, and SKK Graduate School of Business in South Korea.

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